

NOFORN

DIRECTED ASSIGNMENT

*For final
typing 7/20/84
JCB*

Directed assignment means that the Organization makes the final decision from among the alternatives that exist in the assignment of an employee. It follows that this decision will be accepted not only by the employee but also by all supervisors in the gaining and losing components. The authority for making directed assignments is part of the authority granted to the Director as the head of a Federal agency.

It is certainly to the interest of the Organization to have an assignment accepted wholeheartedly by the employee, thus his views and preferences should be solicited and carefully weighed before the final decision is made.

Accommodating the personal preference of an individual regarding his assignment is of course desirable but we all know that our world-wide and constantly increasing demands for personnel cannot be met through a wholly voluntary assignment system. Recognizing this, Heads of Career Services are authorized to direct the assignment of members of their services.

as proposed authority
Directed assignment also means that ~~the authority of the Director of~~
~~Personnel~~ must from time to time be used to remove an individual from an office or place an individual in a particular position over the protest of the chief of the respective unit or career service. Deputy Directors may appeal such actions to the Director or the Deputy Director of the Organization who will make the final decision.

The Director has stated that having the right person in the right place at the right time is essential to the successful accomplishment of our mission. He has directed that those officials who are responsible for administering our career service program devote their efforts to achieving this objective, but in so doing they give full consideration to the capabilities, interests and the personal circumstances of the individual employee.

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file. If separated from the file it must be
subjected to individual systematic review.

CPYRGHT

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RETIRES: A recent Civil Service study revealed this breakdown of every 100 employees who retire:
Twelve retire after reaching 65, with at least 30 years of service, at a reduced annuity;
Twenty-nine retire after 60, with 30 years;
Sixteen retire after 62, with 15 years;
Five retire after 62, with 5 years;
Eight retire because they have to at age 70;
Twenty-nine retire because of disability, and one retires because he's laid off.
The average age at retirement is 62 with 26 years of service and on an average annuity of \$196 a month.

This document is part of an integrated file. If separated from the file it must be subjected to individual systematic review.